



EUM[®] Snapshot

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about this report

We appreciate the time you have invested in taking the ©EUM-I. What follows is the EUM-I Self Awareness Report. As you go through the report, do bear the following in mind:

- This is an automated report and may not capture the nuances of your particular context.
- ©EUM-I is not an assessment tool; the ©EUM-I Basic Report is best used as an input for self- exploration, self-discovery, and a step towards the unravelling of underlying structures of thought, feeling and action.
- It is well recognized that our behaviour and engagements with the external world are intimately connected to our inner states (i.e. feelings and thoughts). This report aims to provide you with a snapshot of your inner world and how it may impact your behaviour.
- The report is based on the belief that the inner world is not a static entity. Further, it is a composite of multiple inner spaces and there is dynamic movement between these spaces. For the purpose of this report, we have categorized these spaces into five zones. These are zones of pride, comfort, distress, conflict and evocation. The nature of these zones is provided along with the salient themes as relevant to you.
- The report also offers speculations about how you are likely to be perceived by other people, and some questions for you to reflect upon.

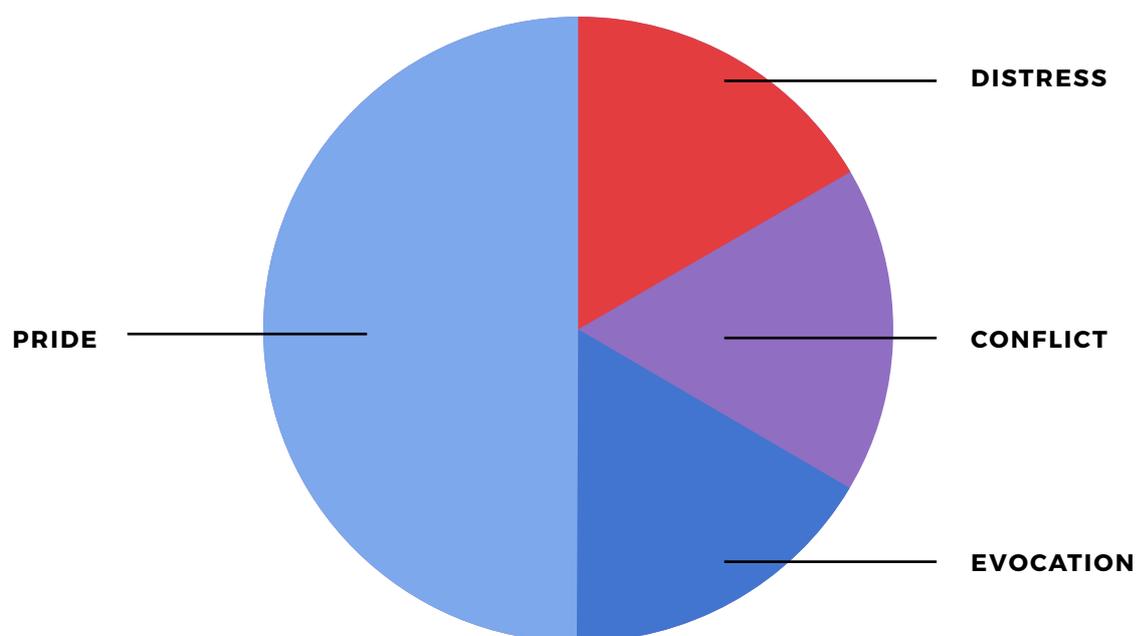
This report offers a distinct set of hypotheses and not definitive conclusions and should be treated as such. Hypotheses that are mutually supportive of each other are likely to be indicative of recurrent patterns of thoughts, feeling and action. You may also find that some hypotheses conflict with each other. These are likely to be indicative of some of the dilemmas and internal conflicts that you may be experiencing. Consequently, rather than seek to look at them as true or false, it may be more helpful to explore the underlying tensions. This in turn, may be helpful in your journey of personal growth and development. The report structure provides space for your notes and reflections around the hypotheses.

As stated earlier, this is a Basic Report. If you wish to explore further, you may wish to get in touch with a trained EUM-I professional.

We hope that this report will help you in your quest to understand yourself better and in finding a more meaningful, enriching equilibrium with your context.

overall configuration

You have a marked preference for the Zone of Pride. This suggests that you are likely to have a high degree of energy and self-assuredness. Simultaneously, you may run the risk of not paying sufficient attention to your blind spots and getting embroiled in roles and tasks which may not belong to you.



impetus for change

Indicates the extent to which you wish to change your present orientation

LOW

zones

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zone of pride

your profile

WHEN IN THE ZONE:

The individual feels energized, special, distinct from others, has a general sense of well-being, and acts with clarity and conviction.

However, this zone can also become addictive, compelling the individual to take up roles and tasks which may actually belong to the others.

YOUR MAIN AREAS OF PRIDE ARE:

Willingness to sacrifice your own needs and desires, play a supportive role and striving to build non-combative relationships. However, you may become blind to the arrogance of humility and the comfort of not testing yourself.

Adherence to systemic discipline, respect for rules and regulations, concern for appropriateness, clearly specifying expectations and processes to be followed. However, you may become blind to your need for power, control, rigidity and preoccupations with purity and pollution.

Willingness to take the “road less travelled” and paying more attention to quality of life, wholesomeness, values and principles etc. than ambition and success. However, you may become blind to unacknowledged ambition leading to self-waste and unrealized potential.

zone of comfort

your profile

WHEN IN THE ZONE:

The individual feels in flow and is in sync with the context. The interfaces are smooth with no great excitements or upheavals.

This zone can also generate inertia of movement and a reluctance to move out of the comfort zone.

YOUR MAIN AREAS OF COMFORT ARE:

Your profile indicates that there are no significant areas of comfort currently.

zone of distress

your profile

WHEN IN THE ZONE:

The individual feels dissatisfaction with the self and a disconnect with the context.

This zone also offers opportunity for critical self-appraisal and energy for movement.

YOUR MAIN AREAS OF DISTRESS ARE:

Feeling of being rootless and need for a safe haven. This distress also offers you an opportunity to learn to trust and commit.

zone of conflict

your profile

WHEN IN THE ZONE:

People feel torn between two equally compelling needs/desires/values/external forces etc. This can make them oscillate and become inconsistent.

Alternatively, it can also initiate a quest for co-holding/balancing seemingly opposite tendencies.

YOUR MAIN AREAS OF CONFLICT ARE:

Between romantic idealism on the one hand and pragmatic considerations on the other.

zone of evocation

your profile

WHEN IN THE ZONE:

The individual feels restless despite no apparent discontent. This restlessness stems from a calling which has not been adequately responded to.

It can lead to new discoveries and expansion of the self, or it may degenerate into day - dreaming, irritability and self-waste.

YOUR MAIN AREAS OF CONFLICT ARE:

There is a need to own up the disowned parts of the self and a need to embrace the multiple elements within, to engage with the potential conflicts between them, and enhance subjective wisdom to deal with the resultant ambiguity.

others' perception of you



Someone who is a good team player, who contributes unobtrusively, but finds it difficult to assert themselves/ demand something directly and hence may become passive aggressive.



Someone who is dependable, disciplined but is inflexible



Someone who is willing to explore, but within limits



Someone who forges and values non-purposive relationships, but is unable to pursue anything in a focused manner



A free bird who wishes to belong, but is apprehensive about commitment



Someone who is empathetic and inclusive, but may find it difficult to take tough decisions

questions for reflection

What are your dreams for yourself and how do you handle conflict/aggression?

How do you handle fuzzy situations and what do you do with feelings which you regard as inappropriate?

How do you value your own potential and what do you wish to do about it?

What does dependency mean to you and is there a fear of becoming captive?

How do you deal with conflict and unpleasant realities of human existence like envy, jealousy, pettiness, etc.?

What does groping in the dark mean to you and what crutches of certainty are you willing to give up?



The EUM-I® belongs to the suite of tools built with the EUM® framework as the foundation. Other tools include the EUM-O® (to map organizations), the EUM-L® (a 360-degree tool to enhance understanding of one's leadership behaviour) and EUM-M® (to map Mentoring mind-sets and preferences).

The EUM framework's antecedents and early influences can be traced to Clare Graves' 'Emergent Cyclical Levels of Existence Theory' and its application in the work of Ashok Malhotra (the author of the EUM framework and the tools) through his research on 'Work Values of Indian managers', way back in the 1970s.

The EUM-I© was the first tool of this framework that Ashok Malhotra developed in 1999. Over 6000 (Indians and non- Indians) respondents from various walks of life have taken the test since. It counts, perhaps, as one of the few tools designed by an Indian that is backed by a large database and stable norms. The EUM-I© has been used to support hiring, competency-based fitments, executive coaching, self-development, and leadership development.

The EUM-O has been used in over 100 organizations in India and abroad by multiple consulting organizations in the course of their Organization Development and Organization Transformation interventions.



RLCPL has been set up by a group of Organization Consulting Professionals in India, who hold a strong belief in self-reflexivity as an invaluable ingredient for growth and evolution. In their perspective, the self and the context are inseparable and shape each other simultaneously and hence the study of one without reference to the other is partial, at best.

The Existential Universe Mapper Framework (EUM) authored by Ashok Malhotra, is based on the central premise of Self - System simultaneity. Consequently, it enables enhancement of self- reflexivity both at individual and organization levels.

RLCPL is dedicated to propagation of the EUM framework and its application across a variety of contexts and target segments around the world.



EUM Existential[®]
Universe
Mapper

